

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

33-CA-14205

2/18/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Waugh Foods, Inc.		b. Number of workers employed 32
c. Address (Street, city, state, and ZIP code) 701 Pinecrest Drive East Peoria, IL 61611	d. Employer Representative Joe Waugh, Sr.	e. Telephone No. (309)427-8000
		Fax No. (309)694-3115
f. Type of Establishment (factory, mine, wholesaler, etc.) Food Distributer	g. Identify principal product or service Food Distribution	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer laid off (b) (6), (b) (7)(C) because of (b) (6) previous activities on behalf of Teamsters Local 627 and/or because of (b) (6) previous protected concerted activities, in violation of Sections 8(a)(1) and (3) of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
Teamsters Local Union No. 627

4a. Address (Street and number, city, state, and ZIP code) 7101 N. Allen Road, Peoria, IL 61614	4b. Telephone No. (309)689-9090
	Fax No. (309)689-0037
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
By <u>Arthur W. Bell</u> (signature of representative or person making charge) 7101 N. Allen Road Address Peoria, IL 61614	Secretary Treasurer (Print/type name and title or office, if any) (fax) (309)689-0037 (309)689-9090 (Telephone No.) 2/18/03 (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

33-2003-0208

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

33-CA-14207

2/19/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hagerty Brothers Enterprises		b. Number of workers employed approximately 200
c. Address (Street, city, state, and ZIP code) 225 Cilco Lane East Peoria IL	d. Employer Representative Dorsey plant manager	e. Telephone No. (309)689-4215 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service engine parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged (b) (6), (b) (7)(C) on account of (b) (6), (b) (7)(C) protected-concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

cell phone: (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C), an individual
(Print/type name and title or office, if any)

(fax)

Address same as above

February 18 2003

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

33-CA-14212

2/20/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hagerty Brothers Enterprises		b. Number of workers employed approximately 200
c. Address (Street, city, state, and ZIP code) 225 Cilco Lane East Peoria IL	d. Employer Representative Dorsey plant manager	e. Telephone No. (309)689-4215 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) factory	g. Identify principal product or service engine parts	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer discharged (b) (6), (b) (7)(C) on account of (b) (6), (b) (7)(C) protected-concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C), an individual
(Print/type name and title or office, if any)

(fax) _____

Address same as above

February 18 2003

(Telephone No.) _____

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
33-CA-14227	3/05/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Provena Covenant Medical Center		b. Number of Workers Employed
c. Address (street, city, State, ZIP, Code) 1400 W. Park Street, Urbana, IL 61801	d. Employer Representative Diane H. Friedman	e. Telephone No. (217) 337-2000
f. Type of Establishment (factory, mine, wholesaler, etc.) hospital		g. Identify Principal Product or Service medical care
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

I was employed by Provena Covenant Medical Center ("Provena Covenant") as (b) (6), (b) (7)(C) for over (b) (6), (b) (7)(C) years. I always did a good job there; I never had a patient-care complaint, and my personnel file contained no negative information about my performance. I was fired on (b) (6), (b) (7)(C) 2002, which was about a month after I began working with the other nurses to protest the hospital's increasing our patient workload and just two days after I had faxed the other nurses at the hospital a flier announcing a nurses' meeting on matters of mutual concern. I had used a hospital fax machine to send out this flier, and the stated reason for my termination was this use of the hospital fax machine, which the hospital falsely called "personal business". Provena Covenant did not mention any poor performance or poor patient care on my part when they fired me.

The real reason for my termination was that I was organizing and working with the nurses to improve working conditions and patient care at Provena Covenant. My efforts in that regard started in August 2002, when, in reaction to the hospital's increasing the patient workload for the nurses, I began organizing and working with other nurses to bring our concerns to management. For example, I encouraged the other nurses to give their supervisors variance reports that showed that the increased patient workload created unsafe conditions for both nurses and patients. As a result of my efforts, many of the nurses (including me) submitted such reports to their supervisors. My organizing efforts intensified in late August and early September. On (b) (6), (b) (7)(C) 2002, I was interviewed by a news reporter about this issue. The next day I was reprimanded by my supervisor. Also the next day (b) (6), (b) (7)(C) 2002, I faxed to other nurses at the hospital the flier announcing a nurses' meeting on matters of mutual concern. Later that day, the hospital suspended me for sending the flier by fax. On (b) (6), (b) (7)(C), 2002, I spoke at a public meeting on this issue. The next day I was fired, supposedly for the reason related above.

Provena Covenant has also retaliated against me for engaging in protected activity. Provena Covenant has done this by publicly and falsely stating and implying that I was fired because I failed to provide adequate patient care. Representatives from the hospital have said and implied this on television, in print, and in a letter to the Urbana City Council. This retaliation is continuing, and I fear it will happen again in the future.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C)

and that the statements are true to the best of my knowledge and belief.

n/a

(Title, if any)

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

March 2, 2003
Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

33-CA-14233-1

3/10/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HAMBURG DISTRIBUTING		b. Number of workers employed ABOUT 100
c. Address (Street, city, state, and ZIP code) 3104 FARBER CHAMPAIGN IL 61826	d. Employer Representative CARL CIACCO VICE PRESIDENT	e. Telephone No. (217)352-7911 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) DISTRIBUTOR		g. Identify principal product or service LIQUOR DISTRIBUTION
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

ON OR ABOUT (b) (6), (b) (7)(C) 2002, THE ABOVE-NAMED EMPLOYER DISCHARGED ME BECAUSE IT BELIEVED I WAS REVEALING TO OTHER EMPLOYEES THE SALARY EARNED BY ~~THE VICE PRESIDENT~~ OF THE COMPANY.

All employees

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

INDIVIDUAL

(filing charge)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

2/17/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case Date Filed

33-CA-14290 5/14/03

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer TRENWYTH INDUSTRIES, INC.		b. Number of workers employed 100
c. Address (street, city, state, ZIP code) 208 238 CHARLES AVE. SOUTH BEND	d. Employer Representative STEVEN GETTO, President	e. Telephone No. (815) 389-3003
f. Type of Establishment (factory, mine, wholesaler, etc.) FACTORY	g. Identify principal product or service CEMENT Blocks	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a) 3 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (be specific as to facts, names, addresses, plants involved, dates, places, etc.)

On or about (b) (6), (b) (7)(C) 2003 I was discriminated against for the purpose of encouraging membership in a labor organization. I also feel that I was terminated because of a letter that I co-wrote the local management team in regards to safety issues, favoritism and discrimination because of race.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(title if any)
5/15/2003
(date)WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

33-CA-14302

Date Filed

6/02/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer AMERICOLD LOGISTICS		b. Number of Workers Employed 100
c. Address (street, city, State, ZIP, Code) 1010 AMERICOLD DRIVE ROCHELLE, IL 61068	d. Employer Representative BILL O'KEEFE	e. Telephone No. (815) 562 - 8420 Fax No. (815) 562 - 8250
f. Type of Establishment (factory, mine, wholesaler, etc.) COLD STORAGE WAREHOUSE	g. Identify Principal Product or Service WAREHOUSE FROZEN FOODS	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsection) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

- 1) THE COMPANY HAS MADE A UNILATERAL CHANGE WITHOUT BARGAINING WITH THE TEAMSTERS LOCAL 325. THE COMPANY HAS INSTITUTED A MANDATORY PRODUCT PICK RATE PER HOUR WITHOUT BARGAINING WITH TEAMSTERS LOCAL 325.
- 2) THE COMPANY IS ISSUING DISCIPLINE NOTICES FOR NOT PICKING THE PRODUCT RATE AS DETERMINED BY THE COMPANY.

PICK RATE - PRODUCTION PER HOUR

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

TEAMSTERS LOCAL 325

4a. Address (street and number, city, State, and ZIP Code)

5533 11TH STREET
ROCKFORD, IL 611094b. Telephone No.
(815) 874 - 6307Fax No.
(815) 874 - 4694

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

INTERNATIONAL BROTHERHOOD OF TEAMSTERS AFL - CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

STEVE LINDQUIST / PRESIDENT

Fax No. (815) 874 - 4694 (Title, if any)
(815) 874 - 6307

05 / 30 / 2003

Address

5533 11TH STREET ROCKFORD, IL 61109

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

FORM NLRB-601
(11-85)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

Date Filed

33-CA-14305

6/09/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CENTRAL ILLINOIS CARPENTERS HEALTH & WELFARE TRUST FUND		b. Number of workers employed 98
c. Address (Street, city, state, and ZIP code) 200 S. Madigan LINCOLN, IL 62656	d. Employer Representative CHARLOTTE KRAUTWALD ADMINISTRATOR	e. Telephone No. (217) 732-1919 Fax No. (217) 732-7799
f. Type of Establishment (factory, mine, wholesaler, etc.) Insurance Company	g. Identify principal product or service Insurance - Annuity	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (3) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SINCE ON OR AROUND (b) (6), (b) (7)(C) 2003, THE ABOVE-NAMED EMPLOYER DISCRIMINATED AGAINST ME AND TERMINATED MY EMPLOYMENT ON (b) (6), (b) (7)(C) 2003, IN VIOLATION OF MY SECTION 7 RIGHTS BECAUSE I ENGAGED IN PROTECTED, CONCERTED ACTIVITY CONCERNING MY WAGES AND THOSE OF MY CO-WORKERS.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.
(signature of representative of person making charge)

INDIVIDUAL

(fax)

(b) (6), (b) (7)(C) name and title or office, if any

(b) (6), (b) (7)(C)

Address See Above

(Telephone No.)

(date)

6-9-2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

33-CA-14387

Date Filed

8/25/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in Item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Asplundh Tree Experts		b. Number of workers employed Approx. 20
c. Address (Street, city, state, and ZIP code) X 7942 S. Madison St Burr Ridge, IL 60527	d. Employer Representative Doug Gober, Regional Manager	e. Telephone No. X Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) contractor	g. Identify principal product or service tree trimming	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003, the above-named Employer suspended and discharged (b) (6), (b) (7)(C) on account of (b) (6), (b) (7)(C) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) the above charge and that the statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C) an Individual
(Print/type name and title or office, if any)

(fax)

Address same as 4a

(b) (6), (b) (7)(C)

(Telephone No.)

X 8-21-03
(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

33-CA-14419

Date Filed

9/16/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ROSEWOOD CARE CENTER		b. Number of workers employed 250 +
c. Address (Street, city, state, and ZIP code) 900 CENTENNIAL DRIVE EAST PEORIA IL 61611	d. Employer Representative RUTH SWIFT ADMINISTRATOR	e. Telephone No. (309)699-5400 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) CARE CENTER		g. Identify principal product or service OUTPATIENT AND INPATIENT MEDICAL CARE
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

SINCE ABOUT (b) (6), (b) (7)(C) 2003, THE ABOVE-NAMED EMPLOYER HAS DISCIPLINED, ISOLATED, AND DISCRIMINATED AGAINST ME BECAUSE OF MY PROTECTED, CONCERTED ACTIVITIES.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I declare that the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

INDIVIDUAL

(Print/type name and title or office, if any)

(fax)

(b) (6), (b) (7)(C)

Address SAME AS ABOVE

(Telephone No.)

(date)

WARNING: FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

FORM NLRB-401
(11-02)

FORM EXEMPT UNDER 44 U.S.C. 3512

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

33-CA-14447

Date Filed

10/21/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Fast Industries, Inc.

b. Number of workers employed

125

c. Address (street, city, state, ZIP code)

1850 Spectrum Blvd
Ft Lauderdale FL 33309

d. Employer Representative

Ralph Rojas

e. Telephone No.

(954) 776-0066

f. Type of Establishment (factory, mine, wholesaler, etc.)

manufacturer

g. Identify principal product or service

plastic extrusions

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (11) subsections) (3) and (5) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Employees formed a group to bargain with the employer over a covenant not to compete initially presented to the employees in July, 2003. When the employees notified the employer by letter of September 19, 2003, that they wanted to negotiate as a group about the covenant for their mutual aid and protection, the employer ceased all communication with the employees and discharged all of them on (b) (6), (b) (7)(C) 2003.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Please see reverse

4a. Address (street and number, city, state, and ZIP code)

Please see reverse

4b. Telephone No.

Please see reverse

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

National Labor Relations Board - Subregion 33
300 Hamilton Blvd #200 Peoria IL 61602-1246

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

P.D. [Signature]

(Signature of representative or person making charge)

Attorney

Address

838 N. Main Street
Rockford IL 61103-6906

(815) 964-3810 17 Oct 03

(Telephone No.)

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

Date Filed

33-CA-14474

11/18/03

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Independent Mechanical		b. Number of workers employed X 9
c. Address (Street, city, state, and ZIP code) 4455 W. Montrose Ave. Chicago IL 60641-2090	d. Employer Representative X DAVE KENT	e. Telephone No. X (773) 282-4500 Fax No. (773) 282-2046
f. Type of Establishment (factory, mine, wholesaler, etc.) subcontractor	g. Identify principal product or service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

X 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

(b) (6), (b) (7)(C)
On or about [REDACTED] 2003, the above-named Employer laid off (b) (6), (b) (7)(C) in retaliation for (b) (6) protected concerted activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C) an individual
(Print/type name) (b) (6), (b) (7)(C) office, if any)

Address see 4a

(b) (6), (b) (7)(C)

(Telephone No.)

(date)

X 11-17-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 33-CA-14483 Date Filed 12/03/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Wal-Mart Supercenter Store		b. Number of Workers Employed apx. 500
c. Address (street, city, State, ZIP, Code) 333 East Rt. US 6, Morris, IL. 60450	d. Employer Representative Paul Fieden (store manager)	e. Telephone No. 815.942.6306 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail Store	g. Identify Principal Product or Service dry goods, groceries, deli, hardware, lawn&garden, toys	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

My employment with Wal-Mart began in (b) (6), (b) (7)(C) 2000. I was hired as a deli associate promoted to (b) (6), (b) (7)(C) a non-managerial position in the (b) (6), (b) (7)(C) of 2001. My normal shift was from 5AM until 2PM Wednesday thru Sunday. On or about Oct. 23, 2003 I had (b) (6), (b) (7)(C) caused me to miss apx 4 days of work following the (b) (6), (b) (7)(C) I returned to work on Oct. 30, 2003. Upon my return to work I was still experiencing (b) (6), (b) (7)(C) but, because of the (b) (6), (b) (7)(C) while at work. I have returned to the (b) (6), (b) (7)(C) On several occasions my immediate supervisor, (b) (6), (b) (7)(C) would allow me to take extra brakes to sit a few minutes and have something warm to drink which helped (b) (6), (b) (7)(C) for a while. This wasn't unusual for (b) (6), (b) (7)(C) to do this, in the past (b) (6), (b) (7)(C) had allowed others to do the same when they felt ill.

On Friday November 21, 2003 about 15 minutes before the end of my shift (b) (6), (b) (7)(C) (last name unknown), a co-store manager, told me to meet (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C) office (b) (6), (b) (7)(C). I went to (b) (6), (b) (7)(C) office with manager (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was present. (b) (6), (b) (7)(C) told me it had come to (b) (6), (b) (7)(C) attention that I had taken two extra brakes on November 12, 2003. One extra break in question was before lunch. I explained to (b) (6), (b) (7)(C) that my supervisor, (b) (6), (b) (7)(C) had told me I looked ill and asked what was wrong. I told (b) (6), (b) (7)(C) of the (b) (6), (b) (7)(C) but I needed to work. I assured (b) (6), (b) (7)(C) I'd make through the day, then (b) (6), (b) (7)(C) suggested I "go sit down have a cup of coffee it might make you feel better." I did as my supervisor suggested and on the way to the break room I got some ice from the radio grill (snack shop) located next to the deli to use as an ice pack on the (b) (6), (b) (7)(C) (see attached sheet)

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the right guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No. n/a

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

n/a

6. DECLARATION

(b) (6), (b) (7)(C) above charge and that the statements are true to the best of my knowledge and belief.
By (b) (6), (b) (7)(C)
(Signature of representative of person making charge)

Address (b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

(Title, if any)

12/1/03

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

I explained to (b) (6), (b) (7)(C) that the other break period which (b) (6), (b) (7)(C) stated started at 1:42 PM on November 12, 2003 had to be a mistake. I told (b) (6), (b) (7)(C) that I would never take a break at the end of my shift. (b) (6), (b) (7)(C) told me the breaks were video taped. I asked (b) (6), (b) (7)(C) to please review the video from the time archives now and I would wait at the store until (b) (6), (b) (7)(C) did so. (b) (6), (b) (7)(C) told me (b) (6), (b) (7)(C) would do so immediately. I told (b) (6), (b) (7)(C) I had a few things to pick up at the store and I would wait for (b) (6), (b) (7)(C) page. The meeting with (b) (6), (b) (7)(C) began shortly after 2 PM and was very short, only 5 to 10 minutes long. I finished shopping by 3 PM and had heard no page for me. I then went to (b) (6), (b) (7)(C) office, (b) (6), (b) (7)(C) wasn't there. I then went to the personnel office and asked (b) (6), (b) (7)(C) (last name unknown) if (b) (6), (b) (7)(C) knew where (b) (6), (b) (7)(C) was. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) didn't know where (b) (6), (b) (7)(C) was but would page (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) never answered the page. I told (b) (6), (b) (7)(C) to tell (b) (6), (b) (7)(C) that I waited until 3:15 PM but I had to leave because (b) (6), (b) (7)(C). I asked (b) (6), (b) (7)(C) to tell (b) (6), (b) (7)(C) to please call me at home that evening so the matter could be resolved. At no time during this first conversation with (b) (6), (b) (7)(C) did I ever expect any disciplinary action would be taken. I had explained the extra break that my supervisor had authorized and I knew I had never taken a break just prior to the end of my shift. In my mind I knew this had to be a mistake and would be corrected. I expected by the time I got home to have a message from (b) (6), (b) (7)(C) saying (b) (6), (b) (7)(C) talked to my supervisor, reviewed the video tape and that everything was straightened out and (b) (6), (b) (7)(C) would apologize for the delay in me getting home (b) (6), (b) (7)(C).

I arrived home just before 4 PM. There was no message on the answering machine. I then began to feel concerned wondering why (b) (6), (b) (7)(C) hadn't called. As it got later and later I became more nervous and upset that something was wrong. Over the next several nights I couldn't sleep my stomach was in knots. I was unable to go to work my next two scheduled days, I called manager (b) (6), (b) (7)(C) (last name unknown) at Wal-Mart Nov.22, 2003 & Nov.23, 2003 at or about 4 AM each morning to notify my employer I was unable to come to work those days.

(b) (6), (b) (7)(C) 2003 was my scheduled day off. Shortly after 7 AM I called (b) (6), (b) (7)(C) and asked (b) (6), (b) (7)(C) if I could see (b) (6), (b) (7)(C) that day. (b) (6), (b) (7)(C) was very short with me on the phone saying only that (b) (6), (b) (7)(C) goes to lunch from 11 AM to noon. While driving to meet (b) (6), (b) (7)(C) that morning I kept thinking of the late break I was accused of taking on November 12, 2003. I recalled a day that a few co-workers had asked to talk to me before their shift began at 2 PM, the same time my shift ends. I had taken a 40 minute lunch that day so my 8 hour shift was over at 1:40 PM. I told my co-workers that wanted to talk to me I would meet them in the break area after 1:40PM. I met them and we talked for about 15 minutes or so. After they left I stayed in the break room until apx. 2:05

(b) (6), (b) (7)(C)

or 2:10 PM. As I was leaving I remembered I had forgot to punch out at 1:40 PM. I went to the time clock, punched out then picked up a time adjustment form just outside (b) (6), (b) (7)(C) office to fill out so my pay would be adjusted back to 1:40 PM. I placed the time adjustment form on my supervisor's desk ((b) (6), (b) (7)(C)). I didn't remember exactly what day I turned in the time adjustment for but I knew it was close to the day in question. The more I thought about it the clearer it became that it had to be for the November 12, 2003 day in question.

I arrived at the store at apx. 9:00 AM. I saw my supervisor, (b) (6), (b) (7)(C) on the floor and asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) recalled a pay adjustment form I had placed on (b) (6), (b) (7)(C) desk. I told (b) (6), (b) (7)(C) it was very important because I thought it was for the date that was in question by (b) (6), (b) (7)(C). (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) didn't recall seeing it. I asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) would please go to (b) (6), (b) (7)(C) desk and look for it. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would.

After talking to (b) (6), (b) (7)(C) I went to (b) (6), (b) (7)(C) office. While waiting outside (b) (6), (b) (7)(C) office I witnessed (b) (6), (b) (7)(C) walking toward me. As (b) (6), (b) (7)(C) passed entering (b) (6), (b) (7)(C) office (b) (6), (b) (7)(C) said "I found it, I found it". Since the door to (b) (6), (b) (7)(C) office was open I over heard (b) (6), (b) (7)(C) ask (b) (6), (b) (7)(C) "what is this?" (b) (6), (b) (7)(C) reply was "I know nothing about it". Even though I was standing just outside (b) (6), (b) (7)(C) office door the position of (b) (6), (b) (7)(C) desk in this very small office allowed me to see the pay adjustment form very clearly on (b) (6), (b) (7)(C) desk. I could see the form clearly enough to see the date for the pay adjustment was November 12, 2003. I was so relieved to see that the date on the form was the date in question. (b) (6), (b) (7)(C) asked me to go to the management training room the meeting would be held there. Attending that meeting were (b) (6), (b) (7)(C) co-manager (b) (6), (b) (7)(C) (last name unknown) and myself. (b) (6), (b) (7)(C) started the meeting by accusing me of theft of time. I asked (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) had looked at the pay adjustment form. (b) (6), (b) (7)(C) ignored my question and continued to tell me the seriousness of the matter. Again I asked if (b) (6), (b) (7)(C) would look at the pay adjustment form. I also asked if (b) (6), (b) (7)(C) had talked to (b) (6), (b) (7)(C) regarding the extra break I was accused of taking which (b) (6), (b) (7)(C) authorized and told me to take due to the (b) (6), (b) (7)(C). Again (b) (6), (b) (7)(C) completely ignored my questions. At this point I realized for the first time (b) (6), (b) (7)(C) was not going to be reasonable and fair in this matter. (b) (6), (b) (7)(C) demeanor was one of a confrontational nature and I was aware for the first time disciplinary action may be taken against me. I was fearful my job was at risk. I told (b) (6), (b) (7)(C) I'd like a co-worker to sit in on the meeting as a witness that it was apparent to me (b) (6), (b) (7)(C) wasn't interested in hearing the truth. (b) (6), (b) (7)(C) refused my request for a co-worker to be present several times and continued (b) (6), (b) (7)(C) insistence that I admit to theft of time. (b) (6), (b) (7)(C) insisted I do the following things to remain employed at Wal-Mart;

1. I was to comprise a list of all the breaks I had over stayed or time I had ever stolen in the past three month period then pro-rate that time from my hire date of August 2000.
2. (b) (6), (b) (7)(C) stated I may have to reimburse Wal-Mart for all the time I stolen.
3. (b) (6), (b) (7)(C) also stated (b) (6), (b) (7)(C) wanted me to compile a list of all associates that I was aware of who had ever over stayed their break periods or stolen time from the company. (b) (6), (b) (7)(C) said I could give (b) (6), (b) (7)(C) this list of employees anonymously or by a signed statement.
4. (b) (6), (b) (7)(C) also wanted a plan of action statement from me admitting guilt of all the accusations against me and what I would do to correct my behavior.

(b) (6), (b) (7)(C) stated to me that if I complied with (b) (6), (b) (7)(C) demands I could remain an employee of Wal-Mart but would be demoted to cashier and my hourly rate of pay would be decreased. (b) (6), (b) (7)(C) stated that today was my "D" day and we would meet again on (b) (6), (b) (7)(C) 2003 at 9 AM. I was refused my right to have a co-worker of my choosing present at this 2nd meeting on (b) (6), (b) (7)(C), 2003.

On (b) (6), (b) (7)(C) 2003 I arrived shortly before the scheduled meeting time of 9 AM. I went directly to (b) (6), (b) (7)(C) office. Attending that meeting were (b) (6), (b) (7)(C) co-manager (b) (6), (b) (7)(C) and myself. The first thing I did in that meeting was to ask again for a co-worker to be present through a statement I read aloud and handed (b) (6), (b) (7)(C) a copy of that statement signed by me. The statement read as follows; "**If this coaching, discussion, or meeting could in any way be related to my being disciplined or terminated or affect any of my working conditions, I exercise my federal rights and hereby request that a co-worker of my choice be present. Without that co-worker's presence I choose not to participate in this discussion or meeting. I will not waive this right.**"

After my reading the statement (b) (6), (b) (7)(C) response was "that has no meaning here". I told (b) (6), (b) (7)(C) I had asked for a co-worker to be present in the previous meeting and was refused. I stated to (b) (6), (b) (7)(C) that if (b) (6), (b) (7)(C) didn't grant my request under the Weingarten Act which

extends the right to non-union employees the right to have a co-worker present I would file a complaint with the NLRB. (b) (6), (b) (7)(C) immediately asked me if I had some shopping to do for a while. I told (b) (6), (b) (7)(C) I would be at the radio grill (snack shop) when (b) (6), (b) (7)(C) was ready to resume the meeting let me know. After apx. 50 minutes co-manager (b) (6), (b) (7)(C) and manager (b) (6), (b) (7)(C) (last name unknown) came to the radio grill to let me know (b) (6), (b) (7)(C) was ready to resume the meeting. (b) (6), (b) (7)(C) and I walked back to the meeting room and waited a few minutes for (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) came in after a few minutes and started again with the accusations that I had stolen time, still accusing me of stealing time for the extra break that was approved by (b) (6), (b) (7)(C) of which (b) (6), (b) (7)(C) had acknowledged to (b) (6), (b) (7)(C) had done. In this meeting co-manager (b) (6), (b) (7)(C) never acknowledged (b) (6), (b) (7)(C) had done that. (b) (6), (b) (7)(C) still insisted I had stole time for the break period starting at 1:42 PM on Nov. 12, 2003. Even though I had filed a pay adjustment form for that time adjusting my paid hours that day to end at 1:40 PM. (b) (6), (b) (7)(C) started typing a statement on the computer. When (b) (6), (b) (7)(C) finished (b) (6), (b) (7)(C) turned the screen around and asked me to read it. (b) (6), (b) (7)(C) said (b) (6), (b) (7)(C) would print it and expect me to sign it. I read the coaching document (b) (6), (b) (7)(C) wrote on the screen and saw (b) (6), (b) (7)(C) not only was accusing me of time theft but now added that I was a no call no show on November 22nd & 23rd 2003. These were the days I had called off due to the stressful situation at work and had talked to manager (b) (6), (b) (7)(C) (last name unknown) each of those morning at apx. 4 AM. I told (b) (6), (b) (7)(C) I was not signing that statement. I wouldn't sign a false statement. (b) (6), (b) (7)(C) then erased the no call no show accusation for the two days of November 22nd & 23rd 2003 and replaced it with...I had called off on November 22nd & 23rd 2003 causing a monetary loss to my department and created extra work for other associates. I again told (b) (6), (b) (7)(C) the statement wasn't factual and I would not sign it. (b) (6), (b) (7)(C) never mentioned in (b) (6), (b) (7)(C) statement what discipline or what the consequences would be if I did sign the statement. There was no mention if I would retain my position as (b) (6), (b) (7)(C) or if I were to be demoted at what rate of pay I would receive nor did it mention if I would be suspended or terminated. I asked (b) (6), (b) (7)(C) why discipline or my working conditions were not mentioned in (b) (6), (b) (7)(C) statement. (b) (6), (b) (7)(C) stated to me that all those things would be discussed at a later date using the "open door policy" Again I refused to sign the document (b) (6), (b) (7)(C) told me if I refused to sign the statement "the meeting is over you need to leave!". I asked (b) (6), (b) (7)(C) "are you terminating me?". (b) (6), (b) (7)(C) reply to me was "I'm telling you this meeting is over, you need to leave!". I left the office and went home.

That evening (b) (6), (b) (7)(C) 2003 I was so uncertain as to my job status I didn't know if I had been terminated or if I should report to work the next morning. At apx. 8:30 PM that evening I called the store and asked to speak to a manager. I talked to manager (b) (6), (b) (7)(C) on the phone. I explained to (b) (6), (b) (7)(C) I wasn't certain if I was on the schedule to work the next day which was (b) (6), (b) (7)(C) I had been originally scheduled to work that day. (b) (6), (b) (7)(C) put me on hold then came back in a few minutes and told me (b) (6), (b) (7)(C) would call me back that (b) (6), (b) (7)(C) was having a problem with the computer. About 5 or 10 minutes later I received a call

from manager (b) (6), (b) (7)(C) (last name unknown). Manager (b) (6), (b) (7)(C) told me that (b) (6), (b) (7)(C) wanted to meet with me the next morning at 7 AM. I asked manager (b) (6), (b) (7)(C) if a co-worker could be present for the meeting with (b) (6), (b) (7)(C). Manager (b) (6), (b) (7)(C) replied that was up to (b) (6), (b) (7)(C). I had to arrange for (b) (6), (b) (7)(C) and since the next day was (b) (6), (b) (7)(C) it was very difficult to do.

On (b) (6), (b) (7)(C), 2003 I arrived at the store at 7AM. (b) (6), (b) (7)(C) hadn't arrived yet. Finally at apx. 7:50 AM I met with (b) (6), (b) (7)(C) and manager (b) (6), (b) (7)(C) (last name unknown). (b) (6), (b) (7)(C) began the meeting by reading a statement to me stating I had stolen time and abandoned my job and for these reasons IM no longer employed by Wal-Mart. (b) (6), (b) (7)(C) told me to "leave my office!" I asked (b) (6), (b) (7)(C) are you terminating me? (b) (6), (b) (7)(C) replied, "you need to leave my office now!". Again I asked (b) (6), (b) (7)(C) are you terminating me? (b) (6), (b) (7)(C) replied, "you leave my office!... you leave my office now!... you need to leave!".

In conclusion; on November 21, 2003 at the first meeting with (b) (6), (b) (7)(C) and manager (b) (6), (b) (7)(C) never believed any disciplinary action would ever come from this matter. At the second meeting on (b) (6), (b) (7)(C), 2003 when I first asked to have a co-worker present I was for the first time concerned that (b) (6), (b) (7)(C) was discounting the facts I tried to present to (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) seemed determined to discipline me. On Tuesday November 25, 2003 my supervisor (b) (6), (b) (7)(C) called me at home to see how I was doing during all that was happening to me at work. At one point in our phone conversation (b) (6), (b) (7)(C) informed me that in a discussion (b) (6), (b) (7)(C) had with (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was asked about "improper behavior" between (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) and me. I am very offended and hurt to hear that (b) (6), (b) (7)(C) representing my employer would imply or ask such a demeaning and demoralizing statement or question as that concerning me. I resent the implication of (b) (6), (b) (7)(C) use of that term. I believe any rational thinking person hearing those words in the work place would reasonably believe them to have sexual overtones. My relationship with (b) (6), (b) (7)(C) has been nothing but professional and mutually respectful. I have always found (b) (6), (b) (7)(C) to be a fair minded person and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) also informed me in our phone conversation that sometime shortly after (b) (6), (b) (7)(C) found then gave my pay adjustment form to (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C), 2003 (b) (6), (b) (7)(C) was asked by manager (b) (6), (b) (7)(C) if (b) (6), (b) (7)(C) had filled out the form for me. I view manager (b) (6), (b) (7)(C) comment as being another implication of impropriety or "improper behavior" by management directed at (b) (6), (b) (7)(C) and myself.

It is my belief that because of the close working professional relationship I had with (b) (6), (b) (7)(C) and manager (b) (6), (b) (7)(C) have misinterpreted it as being something disgraceful to Wal-Mart values and policy. After the phone conversation with (b) (6), (b) (7)(C) on November 25, 2003 I believe (b) (6), (b) (7)(C) has thought there was "improper behavior" between (b) (6), (b) (7)(C) and myself and was determined to terminate me if possible or at least remove me from my department.

At the second meeting with (b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2003 (b) (6), (b) (7)(C) asked me what my starting rate of pay was and what is my current rate. After telling (b) (6), (b) (7)(C) my starting rate and current rate (b) (6), (b) (7)(C) replied "God bless us for giving it to you". Over the past year or so (b) (6), (b) (7)(C) on several occasions has made comments as to how could I have received the all the pay increases that brought my hourly rate from \$8.40 to \$12.20 at the time of my termination. Looking back now it seems (b) (6), (b) (7)(C) was implying even then that possibly "improper behavior" might be the reason. (b) (6), (b) (7)(C) apparently didn't realize that I have earned 15 "Great Job Pins" for outstanding performance which two of those were requested for me by (b) (6), (b) (7)(C). The only merit raise I didn't receive was apx. four months ago which (b) (6), (b) (7)(C) wouldn't approve it even though I had an excellent review.

I pray that the National Labor Relations Board review my complaint against my employer Wal-Mart supercenter, Morris, IL and affirm my view that my employer violated my rights under the Weingarten Act as it pertains to non-union employees and that a wrongful termination ruling be issued..